

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

VOLUNTARY EARLY RETIREMENT/REDUNDANCY PANEL

Minutes of the meeting held at the County Borough Council Offices, The Pavilions, Clydach Vale on Wednesday, 12 November 2014 at 1.00pm

PRESENT

County Borough Councillors

(Mrs) T. A. Bates (Substitute), M. Norris (Substitute), (Mrs) S. J. Jones, M. Weaver and (Mrs) M. Webber

Officers in Attendance

Mr R. Evans – Human Resource Manager

Trade Union Representative

Mr W. Bond – GMB
Mr D. Smith – Unison

35. APOLOGIES

An apology of absence was received from County Borough Councillor G. Holmes and R. Lewis

36. DECLARATION OF INTEREST

There were no declarations of interest in matters pertaining to the agenda.

37. MINUTES

RESOLVED to approve as an accurate record the Minutes of the meeting of the Early Retirement/Redundancy Panel held on the 11th October 2014.

38. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED – that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 12 and 23 of Part 4 of Schedule 12A of the Act, namely information relating to a particular employee, former employee or applicant to become an employee of, or a particular office holder, former office holder or applicant to become an office holder under the authority and information relating to any consultations or negotiations or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holder under the Authority.

39. JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES, GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES, DIRECTOR OF EDUCATION & LIFELONG LEARNING AND GROUP DIRECTOR CORPORATE & FRONTLINE SERVICES IN RESPECT OF APPLICATIONS FOR VOLUNTARY EARLY RETIREMENT WITH REDUNDANCY AND VOLUNTARY REDUNDANCY

The Panel met to consider the joint report of the Chief Executive, Director of Human Resources, Group Director Community & Children's Services, Director of Education and Lifelong Learning, Group Director, and Group Director, Corporate & Frontline Services in respect of the following applications for voluntary early retirement with redundancy and voluntary redundancy.

Members expressed concern at the high number of applications received from Homecare within Community & Children's Services (as set out in 3.1 of the report) and enquired as to the impact this could have upon the service area. The Human Resources Manager and Union representatives were able to give assurances that the level of required service would still be maintained following discussions with the Service Director for Community & Children's Services. However, it was agreed that the concerns conveyed by Committee Members would be relayed to the relevant officers within the Service Area by the Human Resource Manager.

Following consideration of the report, it was **RESOLVED** – to approve the under-mentioned applications, as detailed in the report and as listed below:

	Initials	Date of Termination of Employment	Post	Service Area	Package
1.	JA	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
2.	BB	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
3.	CB	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
4.	GC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
5.	MC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
6.	EC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
7.	JC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy

8.	PC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
9.	JC	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
10.	LD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
11.	KD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
12.	TSD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
13.	TD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
14.	SD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
15.	JAE	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
16.	AE	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
17.	JDE	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
18.	SIE	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
19.	MF	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
20.	SG	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
21.	SG	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
22.	SG	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
23.	BH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
24.	KH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
25.	DH	31 December 2014	Home Care Worker	Community & Children's	Voluntary Early Retirement with

				Services	Redundancy
26.	HH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
27.	KH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
28.	KSH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
29.	JH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
30.	HH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
31.	SH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
32.	PH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
33.	HH	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
34.	DJ	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
35.	CJ	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
36.	SJ	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
37.	TJ	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
38.	DK	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
39.	AK	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
40.	JL	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
41.	LL	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
42.	SL	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
43.	SL	31 December 2014	Home Care Worker	Community & Children's	Voluntary Early Retirement with

				Services	Redundancy
44.	HM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
45.	AM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
46.	BM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
47.	GM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
48.	JM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
49.	AM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
50.	JR-M	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
51.	TN	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
52.	PP	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
53.	GJP	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
54.	SAO	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
55.	JP	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
56.	AR	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
57.	BR	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
58.	MR	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
59.	TR	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
60.	PR	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
61.	CR	31 December 2014	Home Care Worker	Community & Children's	Voluntary Early Retirement with

				Services	Redundancy
62.	GS	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
63.	MES	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
64.	ES	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
65.	GKS	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
66.	MS	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
67.	MS	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
68.	JT	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
69.	WT	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
70.	MLW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
71.	MJW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
72.	MW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
73.	SW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
74.	DAW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
75.	GW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
76.	SW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Early Retirement with Redundancy
77.	PB	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
78.	KB	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
79.	SB	31 December 2014	Home Care Worker	Community & Children's	Voluntary Redundancy

				Services	
80.	SD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
81.	SD	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
82.	KE	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
83.	JF	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
84.	MJ	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
85.	JL	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
86.	JL	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
87.	TM	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
88.	JP	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
89.	AS	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
90.	JT	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
91.	CT	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
92.	TW	31 December 2014	Home Care Worker	Community & Children's Services	Voluntary Redundancy
93.	AI	3 February 2015	Head of Direct Services	Community & Children's Services	Voluntary Early Retirement with Redundancy
94.	PL	31 December 2014	Head of Looked After Children's Services	Community & Children's Services	Voluntary Early Retirement with Redundancy
95.	CD	3 February 2015	Head of Early Years & Family Support	Community & Children's Services	Voluntary Early Retirement with Redundancy
96.	ML	31 December 2014	Groundsman	Community & Children's Services	Voluntary Early Retirement with Redundancy
97.	NB	30 November 2014	Recreation – Level 3	Community & Children's	Voluntary Redundancy

				Services	
98.	AS	12 February 2015	Head of Benefits, Awards & Revenues	Corporate & Frontline	Voluntary Redundancy
99.	BM	12 February 2015	Head of Finance	Corporate & Frontline	Voluntary Redundancy
100.	AW	31 December 2014	Assistant Manager	Chief Executives	Voluntary Early Retirement with Redundancy
101.	WA	5 December 2014	General Kitchen Assistant	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
102.	PW	14 November 2014	Breakfast Club General Assistant	Education & Lifelong Learning	Voluntary Redundancy
103.	KL	31 December 2014	Information Project Coordinator	Education & Lifelong Learning	Voluntary Redundancy
104.	ME	31 December 2014	Principal Officer – Behaviour Support	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
105.	AB	31 December 2014	Head of Catering & School Facilities	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
106.	CM	31 December 2014	Teaching Assistant- Level 3	Education & Lifelong Learning	Voluntary Redundancy
107.	DW	31 August 2014	Teaching Assistant- Level 4	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy
108	JC	31 August 2014	Teaching Assistant – Level 4	Education & Lifelong Learning	Voluntary Early Retirement with Redundancy

**(Mrs) M. Webber
Chairman**

The meeting closed at 1.15pm